



## WASHINGTON MANAGEMENT SERVICE EMPLOYMENT OPPORTUNITY

### FISH MANAGEMENT DIVISION MANAGER

**DATES:** OPENS: January 16, 2007 CLOSSES: February 9, 2007

**SALARY:** \$5746 - \$7183 WMS Band 3

**WHO MAY APPLY:** This position is open to anyone who meets the qualifications outlined below.

**LOCATION:** This position is located in Fish Program Management in Olympia.

#### **POSITION OBJECTIVE:**

The Management Division Manager reports to the Fish Program Assistant Director and leads the statewide Management Division, directing activities for recreational, commercial and stewardship purposes. This is a critical position for meeting the agency's resource management mandates related to the fish and shellfish resource. The Division Manager prioritizes division budget needs and implements the necessary statewide programs for assessment and management of fish and shellfish resources. This position provides statewide oversight of fish resource goals and objectives with responsibility for preserving, protecting, and monitoring all saltwater and freshwater fish and aquatic invertebrates of Puget Sound and the coast of Washington. Principal responsibilities include:

- Ensuring that the Department works with the commercial fishing industry, recreational fishers, and other state, federal, tribal and local governments to effectively manage the state's freshwater fisheries.
- Supervising a staff of program managers; providing the overall standard operating procedures for assessing fish stocks, and for determining their status. Providing statewide direction and guidance to develop and implement fishery management actions within each of the Regions.
- Representing the Management Division within the Fish Program, between agency programs, with the Fish and Wildlife Commission, on legislative issues, with the public, tribal entities and other management agencies.
- Developing and implementing resource management plans and policies to meet conservation and recreational and commercial objectives for fish and shellfish resources.
- Developing the divisional budget; prioritizing and managing the budget to ensure optimum use of fiscal resources; continually seeking additional funding; monitoring budget variances, and meeting budget submittal deadlines and reporting requirements as needed.
- Maintaining close liaison with other state agencies and tribal governments for coordinating management of fish and shellfish resources; coordinating with DOH, DNR, Parks and tribal governments for management of geoduck, clam and oyster fisheries in beds of navigable waters and on tidelands of various state agency ownership. Coordinating WDFW tribal activities as they pertain to fish and shellfish management plans.

## **COMPETENCIES**

This position requires working knowledge and skills in strategic planning, comprehensive management systems, total quality management, risk assessment, team building, conflict resolution, negotiation, citizen participation strategies, research and evaluation design, natural fishery resource management principles, grant acquisition and administration, personnel rules and regulations, budget development and management, cultural diversity, tribal interactions, staff motivation/supervision/mentoring, and communication strategies. Excellent written and oral communications, and competency in the use of office technology such as Microsoft Word, Excel, PowerPoint and Access are also required.

## **DESIRABLE QUALIFICATIONS:**

We are looking for someone with a proven background in Fish Science and Fish Management, specifically related to anadromous and inland species. A background and understanding of marine fish and shellfish management is also desired. This experience should include responsibility for personnel, budget, program resources, and management of commercial and recreational fisheries. Legislative experience, including developing legislation and testifying before committees is also desired. Applicants should have attained a bachelor's degree in Fisheries, Marine Biology, or a related natural resources science. A master's degree in Fisheries or Marine Biology is preferred.

**APPLICATION PROCESS:** Interested applicants submit a letter of interest, a resume outlining how you meet the qualifications and competencies and the attached profile to:

**Joe Vidales, HRC  
Department of Fish and Wildlife  
Human Resource Office  
600 Capitol Way North  
Olympia, Washington 98501-1091**

**Packets must be received by close of business February 9, 2007.**

*The Department of Fish and Wildlife is an equal opportunity employer. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, disabled and Vietnam era veterans are encouraged to apply. Applicants needing assistance and/or alternative formats of this announcement may call (360) 902-2276 or Telecommunications Device for the Deaf (360) 902-2207.*

### APPLICANT PROFILE

*We ask that you voluntarily answer the following questions and return this document with your resume. This information will be treated as confidential and will be used by authorized personnel only.*

Name \_\_\_\_\_ Birth Date \_\_\_\_\_

Sex: \_\_\_\_\_ Male \_\_\_\_\_ Female

Do you have a physical, sensory, or mental condition that substantially limits any of your major life functions, such as working, caring for yourself, walking, doing things with your hands, seeing, hearing, speaking learning?

\_\_\_ Yes \_\_\_ No

Have you ever been on active duty in the US Armed Services? \_\_\_ Yes \_\_\_ No

Vietnam Era Veteran \_\_\_ Yes \_\_\_ No

Disabled Veteran \_\_\_ Yes \_\_\_ No If "Yes" Percent of Disability \_\_\_\_\_%

What race or culture do you consider yourself? Please check only one group. If you are of more than one race, please check "Other."

\_\_\_ Black/African American \_\_\_ White/Caucasian \_\_\_ Asian/Pacific Islander

\_\_\_ Native American \_\_\_ Hispanic/Spanish/Latino(a)

\_\_\_ Other Please indicate race/culture(s) and/or list in order of preference.

Signature \_\_\_\_\_ Date \_\_\_\_\_